

Workshop Methodology

Each of seven working groups, assembled according to participants' personal preferences, addressed one of the following issues:

- Mentoring and networking to promote the contributions of women scientists (two groups)
- Career development for women scientists at the mid and senior levels (two groups)
- Representation of women in scientific societies (one group)
- Sharing model systems that work (one group)
- Outreach and collaboration within and between societies and other organizations to advance science by promoting women in science (one group).

Working group members collaborated, in a four-step facilitated process, to (1) describe a shared vision depicting their idealized situation for women in science, when the issue under discussion was ultimately resolved; (2) identify core obstacles to achieving their vision; (3) propose initiatives for realizing their vision; and (4) develop action plans for implementing their top two initiatives.

The highly structured process included a variety of activities designed to generate a wide range of views in a relatively short period of time, and to highlight and build upon common ground. Two facilitators in each working group guided participants through these activities, helped them stay focused, and insured that results were documented for the plenary meeting, this report, and follow-up action. Representatives from the seven groups then presented 14 initiatives and action plans at a plenary session, to both the general audience and a panel of recognized experts and authorities in science. The specific results of each of these activities, which have been compiled and synthesized, are presented on the following pages.